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Practice of the Secretary-General in disciplinary matters and possible criminal behaviour, 1 July 2009 to 30 June 2010

Report of the Secretary-General

Summary

The present report is submitted in response to the request of the General Assembly in paragraph 16 of its resolution 59/287 that Member States be informed on an annual basis about all actions taken in cases of established misconduct and/or criminal behaviour and the disciplinary action and, where appropriate, legal action, taken in accordance with the established procedures and regulations. The report covers the period from 1 July 2009 to 30 June 2010, following the establishment of the new system of administration of justice.

The General Assembly is invited to take note of the report.

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I. Introduction

1. The present report is submitted in response to the request of the General Assembly in paragraph 16 of its resolution 59/287 that Member States be informed on an annual basis about all actions taken in cases of established misconduct and/or criminal behaviour and the disciplinary action and, where appropriate, legal action, taken in accordance with the established procedures and regulations. The present report covers the period from 1 July 2009 to 30 June 2010.

2. As requested in paragraph 17 of resolution 59/287, an information circular will be issued so that all staff of the Organization will be informed of the most common examples of misconduct and/or criminal behaviour and their disciplinary consequences, including any legal action, with due regard to the protection of the privacy of the staff members concerned.

3. Effective 1 July 2009, a new system of administration of justice was established pursuant to General Assembly resolutions 61/261, 62/228 and 63/253. The major change in the new system relating to the handling of disciplinary matters is the abolition of the Joint Disciplinary Committees, effective 1 July 2009. The Joint Disciplinary Committees functioned as fact-finding bodies, and made recommendations to the Secretary-General as to the disposition of disciplinary cases, following which a decision was taken on cases. As a result of the abolition of the Joint Disciplinary Committees, decisions on the imposition of disciplinary measures are now taken without the advice of a joint body. A comparison of the handling of disciplinary matters under the former system and the new system is presented in the annex.

4. Also effective 1 July 2009, amended Staff Regulations and provisional Staff Rules were promulgated (see ST/SGB/2009/7). The major change in the provisional staff rules relating to disciplinary matters was the introduction of administrative leave pending an investigation and during the disciplinary process, as set out in provisional staff rule 10.4, which replaced suspension during investigation and disciplinary proceedings under former staff rule 110.2. The change was made to clarify that removal from duty pending investigation and/or disciplinary proceedings was not a disciplinary sanction.

5. A broad overview of the administrative machinery in disciplinary matters in the new system is provided in section II below so that the information provided in sections III and IV can be understood in context. Section III contains a summary of the cases for which one or more disciplinary measures were imposed by the Secretary-General during the reporting period. Section IV contains comparative data reflecting the number of cases referred for action during the reporting period and the disposition of cases that were completed during the reporting period including cases that did not result in the imposition of a disciplinary measure. Section V provides information on the practice of the Secretary-General in cases of possible criminal behaviour.

II. Overview of administrative machinery in disciplinary matters in the new system of administration of justice

A. Legislative framework governing the conduct of staff members[1]

6. Article 101, paragraph 3, of the Charter of the United Nations states that the "paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity".

7. Article I of the Staff Regulations and Chapter I of the provisional Staff Rules, both entitled "Duties, obligations and privileges", set out the basic values expected of international civil servants because of their status, as well as particular manifestations of such basic values. Particular reference is made to staff regulation 1.2 and provisional staff rule 1.2 for specific instances of expected or prohibited conduct.

B. Misconduct

8. Article X of the Staff Regulations provides in regulation 10.1 (a) that "the Secretary-General may impose disciplinary measures on staff members who engage in misconduct". Provisional staff rule 10.1 (a) provides that the "failure by a staff member to comply with his or her obligations under the Charter of the United Nations, the Staff Regulations and Staff Rules or other relevant administrative issuances, or to observe the standards of conduct expected of an international civil servant, may amount to misconduct and may lead to the institution of a disciplinary process and the imposition of disciplinary measures for misconduct". Additionally, provisional staff rule 10.1 (c) provides that "the decision to launch an investigation into allegations of misconduct, to institute a disciplinary process and to impose a disciplinary measure shall be within the discretionary authority of the Secretary-General or officials with delegated authority". Within these parameters, the Secretary-General has broad discretion in determining what constitutes misconduct and in imposing disciplinary measures. Administrative instruction ST/AI/371/Amend.1, on revised disciplinary measures and procedures,[2] provides further examples of conduct for which disciplinary measures may be imposed.

C. Due process

9. Where the head of office or responsible officer believes, following an investigation, that misconduct may have occurred, he or she refers the matter to the Assistant Secretary-General for Human Resources Management for a decision on whether to pursue the matter as a disciplinary case.[3] Depending on the subject

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[1] Provisions relating to the status, rights and obligations of staff members, and to disciplinary matters, can be found in the electronic Human Resources Handbook under the headings "Status, basic rights and duties" and "Disciplinary".

[2] See also ST/SGB/2008/5, on the prohibition of discrimination, harassment, including sexual harassment, and abuse of authority.

[3] The head of administration in a mission will refer the case to the Department of Field Support at Headquarters, which will refer the matter to the Office of Human Resources Management if it concurs with the mission's assessment.

matter and complexity of an investigation, it can be undertaken by the head of office or his or her designees, or by the Office of Internal Oversight Services, at its own initiative or at the request of a head of office.

10. If the Assistant Secretary-General for Human Resources Management decides to pursue the matter as a disciplinary case, the staff member is notified in writing of the charges of misconduct and is informed of his or her opportunity to comment on the charges and of his or her right to seek the assistance of counsel in his or her defence through the Office of Staff Legal Assistance or from outside counsel at his or her own expense. The staff member is given a reasonable opportunity to respond to the charges of misconduct. In the light of the comments provided by the staff member, the Assistant Secretary-General for Human Resources Management decides whether to close the case, with or without administrative action, or to recommend the imposition of one or more disciplinary measures. In the latter case, the Under-Secretary-General for Management decides, on behalf of the Secretary-General, whether to impose one or more of the disciplinary measures provided for in provisional staff rule 10.2 (a).

11. At any time pending an investigation until the completion of the disciplinary process, the Assistant Secretary-General for Human Resources Management may decide to place a staff member on administrative leave where: there is prima facie evidence that the conduct of the staff member poses a danger to other United Nations personnel or to the Organization; the staff member is unable to continue to perform his or her functions effectively because of an ongoing investigation and the nature of the functions; there is prima facie evidence that continued service by the staff member would create an unacceptable risk that he or she could interfere with the investigation; or the Department of Safety and Security determines that the continued presence of the staff member on United Nations premises could constitute a security risk to the Organization. Decisions of placement on administrative leave without pay are taken by the Under-Secretary-General for Management.

12. In accordance with provisional staff rule 10.3 (c), a staff member against whom a disciplinary measure has been imposed may submit an application before the Dispute Tribunal challenging the imposition of the measure(s) in accordance with chapter XI of the provisional Staff Rules.[4]

13. Further details on the new disciplinary process are contained in the annex.

D. Disciplinary measures

14. Provisional staff rule 10.2 (a) provides that disciplinary measures can take one or more of the following forms (i.e., more than one measure can be imposed in each case):

(a) Written censure;

(b) Loss of one or more steps in grade;

(c) Deferment, for a specified period, of eligibility for salary increment;

(d) Suspension without pay for a specified period;

[4] Judgements of the Dispute Tribunal relating to disciplinary cases can be found on the website of the Office of the Administration of Justice (www.un.org/en/oaj).

(e) Fine;

(f) Deferment, for a specified period, of eligibility for consideration for promotion;

(g) Demotion, with deferment, for a specified period, of eligibility for consideration for promotion;

(g) Separation from service, with notice or compensation in lieu of notice, and with or without termination indemnity;

(h) Dismissal.

15. In determining the appropriate measure, each case is decided on its own merits, taking into account the particulars of the case, including aggravating and mitigating circumstances. In accordance with provisional rule 10.3 (b), disciplinary measures imposed are proportionate to the nature and gravity of the misconduct involved.

E. Other measures

16. Written or oral reprimands, recovery of moneys owed to the Organization and administrative leave with or without pay are not considered disciplinary measures. Reprimands, like warnings or letters of caution, are administrative/managerial measures that are important for upholding standards of proper conduct and promoting accountability. Additionally, where inappropriate behaviour affects performance, the issue is addressed in the context of performance management. This may include training, counselling, withholding of salary increments, non-renewal of contract or termination of appointment.

III. Summary of cases for which the Secretary-General imposed a disciplinary measure during the period from 1 July 2009 to 30 June 2010

17. For each case that led to the imposition of one or more disciplinary measures, a summary is provided below indicating the nature of the misconduct and the disciplinary measure(s) imposed by the Secretary-General. The function of or other particulars relating to the staff member are provided only when they played a role as aggravating or mitigating circumstances in determining the measures to be taken. Conduct issues that were dealt with by means other than disciplinary measures are not listed.

18. Not every case brought to the attention of the Secretary-General results in disciplinary or other measures being taken. When a review by the Office of Human Resources Management reveals that there is insufficient evidence to pursue a matter as a disciplinary case or when a staff member provides a satisfactory explanation in response to charges of misconduct, the case is closed and the staff member is considered cleared of the charges. Cases may also be closed when a staff member retires or is otherwise separated from the Organization before disciplinary proceedings are concluded, as the Secretary-General does not have the authority to impose disciplinary measures on former staff members. In such cases, a record is

made and placed in the former staff member's official status file so that the matter can be further considered if and when the staff member rejoins the Organization.

19. As a consequence of the abolition of the Joint Disciplinary Committees, more time is spent scrutinizing every aspect of referrals for disciplinary action, including obtaining clarifications and/or additional evidence from the staff member concerned and/or the investigating entity in order to ensure, to the greatest extent possible, that recommendations are made and decisions are taken on the basis of a complete record.

A. Abuse of authority/harassment

20. A staff member sexually harassed another staff member, abused his authority with respect to her, and sent her offensive and threatening e-mails and text messages, including through the Organization's information and communications technology (ICT) resources. The staff member also distributed offensive material to other staff, using the Organization's ICT resources. *Disposition*: dismissal. *Appeal*: none filed as at the date of the present report.

21. A staff member abused his authority and sexually harassed an intern who served under his authority. *Disposition*: dismissal. *Appeal*: filed with the Dispute Tribunal, where the case remains under consideration.

B. Assault

22. In the context of an e-PAS discussion, a staff member reacted with aggression to her supervisor's comments and grabbed and pushed her against a wall. *Disposition*: censure, loss of step in grade and deferment for one year of eligibility for within-grade increment. *Appeal*: none.

23. In the course of his official duties as a driver, a staff member reacted aggressively to the comments of another staff member about his performance and driving abilities, and punched the staff member in the jaw. *Disposition*: censure, loss of step in grade and deferment of one year in eligibility for within-grade increment. *Appeal*: none.

24. A staff member physically assaulted a security officer and used profane language in respect of the United Nations and its staff members. *Disposition*: censure (and continued participation in substance abuse counselling). *Appeal*: none.

25. A staff member assaulted two national police officers and resisted arrest after being involved in a motor vehicle accident. *Disposition*: demotion with deferment, for a period of one year, of eligibility for consideration for promotion. *Appeal*: none.

C. Computer-related misconduct

26. A staff member received, stored and distributed e-mails containing pornographic material using the Organization's ICT resources. *Disposition*: censure and demotion of one grade with deferment, for three years, of eligibility for consideration for promotion. *Appeal*: filed with the Dispute Tribunal, where the case remains under consideration.

27. A staff member improperly stored and transmitted pornographic material using the Organization's ICT resources. *Disposition*: loss of two steps within grade, and a two-year deferral of within-grade salary increment. *Appeal*: filed with the Dispute Tribunal, where the case remains under consideration.

D. Financial disclosure

28. Five staff members failed to comply with their financial disclosure obligations for the 2006 reporting period. *Disposition*: censure plus a fine of two months' net base salary. *Appeal*: none.

E. Fraud/misrepresentation

29. A staff member submitted inaccurate claims for rental subsidy allowance to the Organization, supported by forged and falsified documentation; certified the accuracy of such claims in the knowledge that they were not accurate; and knowingly received from the Organization rental subsidy allowances to which he was not entitled. *Disposition*: dismissal. *Appeal*: none.

30. A staff member submitted fraudulent United Nations purchase-order forms that were used to acquire computer equipment and other goods. *Disposition*: dismissal. *Appeal*: none.

31. A staff member made material misrepresentations on her personal history profile form in relation to her educational qualifications. *Disposition*: separation from service with compensation in lieu of notice and with termination indemnity. *Appeal*: none filed as at the date of the present report.

32. A staff member knowingly submitted false information and documentation in support of a claim for medical expenses. *Disposition*: dismissal. *Appeal*: none filed as at the date of the present report.

33. A staff member, after forging the signature of an authorized signatory, attempted to cash a cheque to be drawn from the account of a United Nations-related organization in the amount of $12,500. *Disposition*: separation from service with compensation in lieu of notice but without termination indemnity. *Appeal*: none.

34. A staff member used his office and knowledge gained from his official functions for the private gain of friends and acquaintances by preparing and issuing fraudulent correspondence on the Organization's letterhead to facilitate the entry of those persons into the country of his duty station. *Disposition*: dismissal. *Appeal*: none filed as at the date of the present report.

F. Procurement irregularities

35. A staff member, performing procurement functions, entered into private contracts with, solicited benefits from and failed to disclose a private commercial relationship with companies that did or sought to do business with the Organization. The staff member also engaged in unauthorized outside activities, used the Organization's ICT resources for private gain and for the private gain of third

parties, and knowingly provided false and incomplete financial disclosure information for three consecutive years. *Disposition*: dismissal. *Appeal*: filed with the Dispute Tribunal, where the case remains under consideration.

36. A staff member received benefits from a United Nations contractor and, nevertheless, assessed the contractor's performance under its contract with the United Nations. In addition, the staff member violated established mission procedures for the movement of personnel in the mission area and did not ensure that his attendance records correctly reflected his absences. *Disposition*: dismissal *Appeal*: the staff member challenged the decision before the Dispute Tribunal, which found in favour of the staff member.

G. Sexual exploitation and sexual abuse

37. A staff member, exercising responsibilities that included the authority to hire casual daily workers, engaged in sexual relationships with local women, pursuant to which sexual favours were exchanged for money and/or employment for them, their relatives and/or friends. *Disposition*: dismissal. *Appeal*: none.

H. Theft/misappropriation

38. A staff member stole two flat-screen computer monitors from the Organization. *Disposition*: dismissal. *Appeal*: none.

39. A staff member knowingly misappropriated diesel fuel belonging to the Organization. *Disposition*: separation from service with compensation in lieu of notice, but without termination indemnity. *Appeal*: none.

40. Two staff members stole three Hesco Bastions and 10 rolls of barbed wire belonging to the United Nations. *Disposition*: dismissal. *Appeal*: none filed as at the date of the present report.

I. Other

41. A staff member violated local laws in relation to the possession and attempted smuggling of child pornography. *Disposition*: dismissal. *Appeal*: none.

42. A staff member travelled within the mission area without a valid movement-of-personnel form, was absent from work without authorization, drove a United Nations vehicle during curfew hours and allowed a wrongful payment to be made to a temporary employment firm. *Disposition*: censure and deferment of eligibility for salary increment for a period of two years. *Appeal*: none.

43. A staff member made a bad-faith complaint against two military officers, following a recommendation for the non-renewal of his appointment. *Disposition*: censure. *Appeal*: none.

IV. Summary of cases received and completed during the reporting period 1 July 2009-30 June 2010

A. Cases received by the Office of Human Resources Management

44. The tables and figures in this section provide information on the numbers and types of cases that were referred to the Office of Human Resources Management for action during the reporting period from 1 July 2009 to 30 June 2010.

Cases received by the Office of Human Resources Management during the reporting period

Staff based at United Nations Headquarters and offices away from Headquarters	66
Field staff	101
Total	**167**

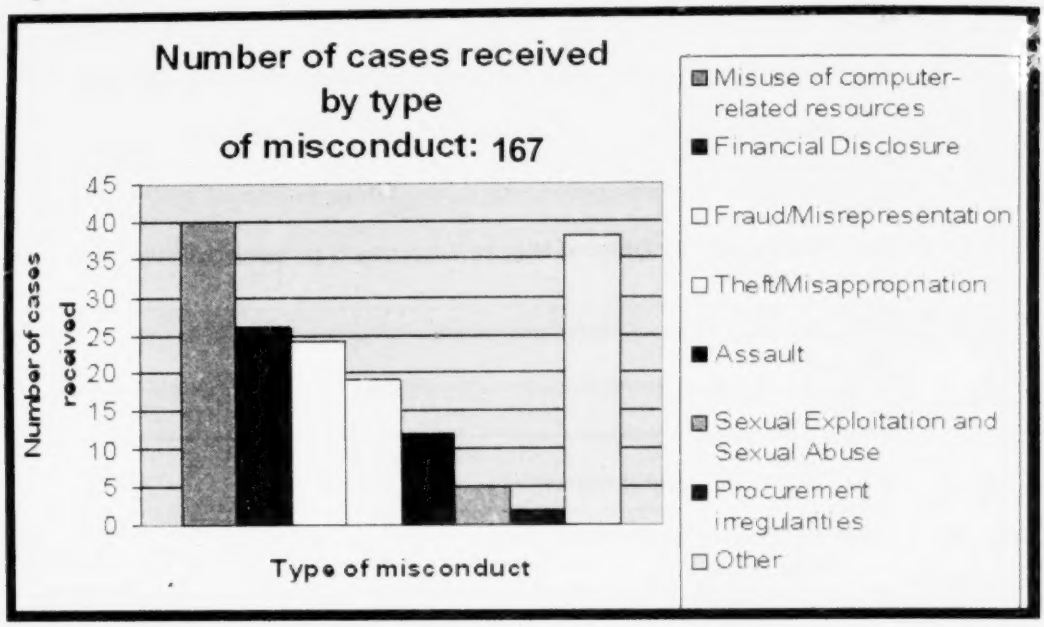
Cases received by type of misconduct

Misuse of computer-related resources[a]	40
Financial disclosure	26
Fraud/misrepresentation[b]	24
Theft/misappropriation	19
Assault	12
Sexual exploitation and sexual abuse	5
Procurement irregularities	2
Other	39
Total	**167**

[a] This includes cases involving pornography, online banking PIN codes and unauthorized use of ICT resources.

[b] This includes cases involving fuel fraud, education grant, forgery, falsification of documents, rental subsidy and telephone PIN codes.

Figure I

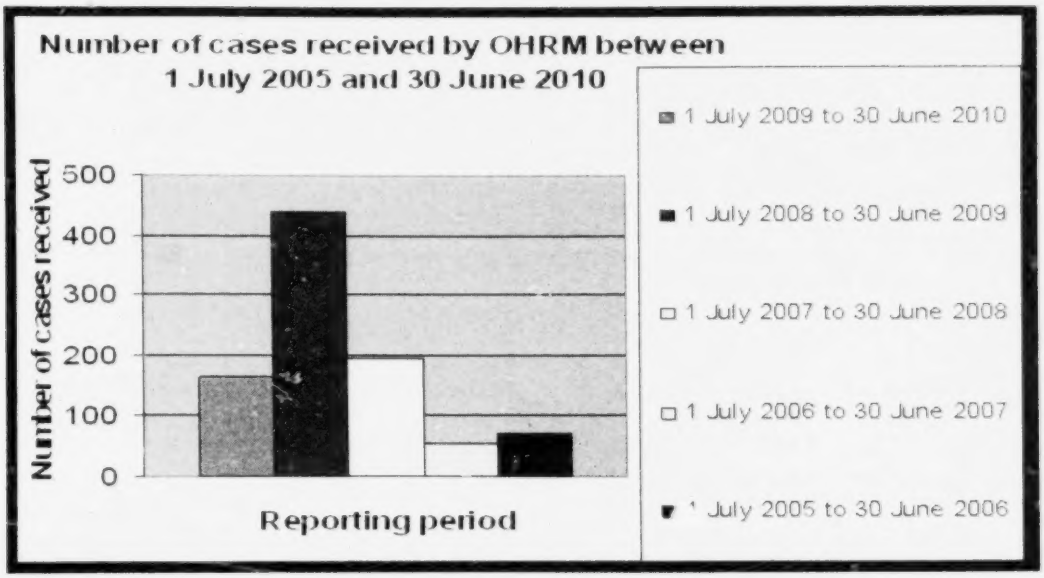


Number of cases received by the Office of Human Resources Management in the past five reporting periods

1 July 2009 to 30 June 2010	167
1 July 2008 to 30 June 2009	440[a]
1 July 2007 to 30 June 2008	198
1 July 2006 to 30 June 2007	56
1 July 2005 to 30 June 2006	73

[a] A number of these cases were related to allegations of misuse of ICT resources and failure to meet financial disclosure obligations.

Figure II


Number of cases received by OHRM between 1 July 2005 and 30 June 2010
Number of cases received
500
400
300
200
100
0
Reporting period
1 July 2009 to 30 June 2010
1 July 2008 to 30 June 2009
1 July 2007 to 30 June 2008
1 July 2006 to 30 June 2007
1 July 2005 to 30 June 2006

B. Cases completed during the reporting period

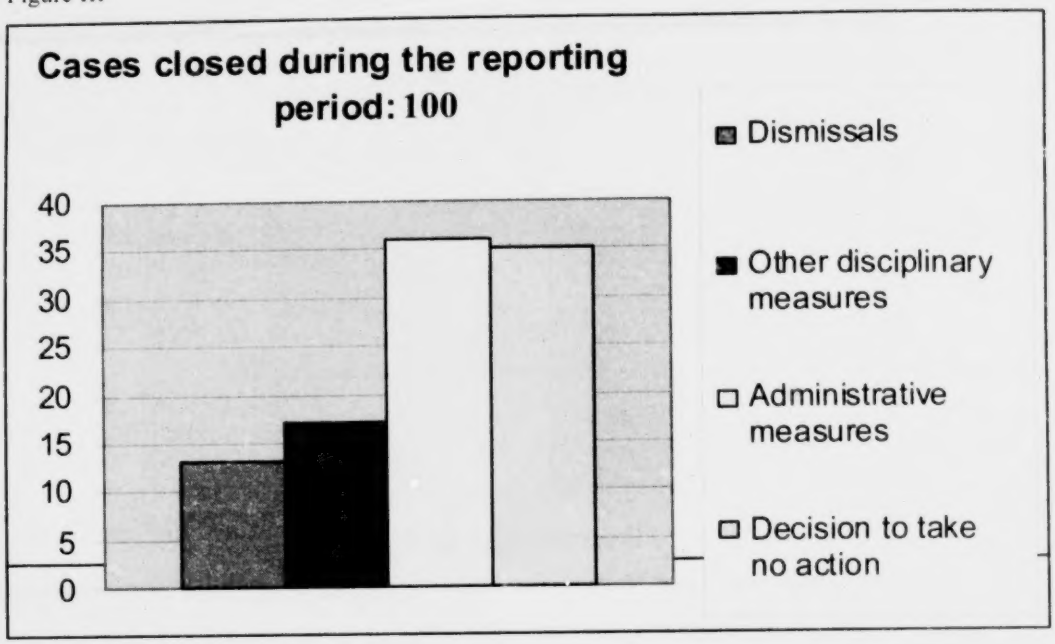
45. The tables and figures in this section provide information on the numbers and disposition of cases completed during the reporting period, including those that did not result in the imposition of a disciplinary measure. It should be noted that, owing to the time required to process disciplinary matters under established procedures, including the need in some cases to obtain further information after the investigation, and the requirement to give staff members an opportunity to provide comments on charges of misconduct, the figures reflect cases completed during the reporting period that had been referred to the Office of Human Resources Management both prior to and during the reporting period.

Disposition of cases completed, 1 July 2009-30 June 2010

Dismissals	13
Other disciplinary measures	16
Administrative measures[a]	36
Decision to take no action after:	
(a) Referral of case to the Office of Human Resources Management and the initial review indicates the initiation of a disciplinary process is not warranted or cannot be sustained	4
(b) Analysis of the entire dossier, including the staff member's comments on the charges of misconduct	21
(c) Separation of the staff member after referral of the case to the Office of Human Resources Management prior to the completion of the disciplinary process	10
Total	**100**

[a] Administrative measures include written or oral reprimands, warnings and letters of caution, all of which are important for upholding standards of proper conduct and promoting accountability. Additionally, where behaviour affects performance, the issue is addressed in the context of performance management, which may include training, counselling, withholding of salary increments and non-renewal or termination of appointment.

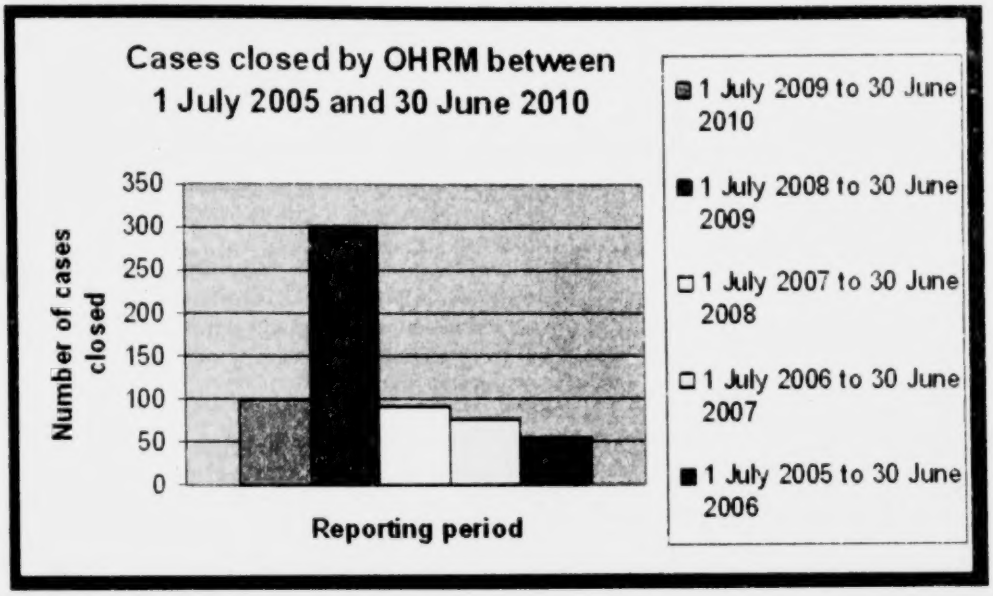
Figure III



Number of cases completed by the Office of Human Resources Management in the past five reporting periods

1 July 2009 to 30 June 2010	100
1 July 2008 to 30 June 2009	301
1 July 2007 to 30 June 2008	90
1 July 2006 to 30 June 2007	76
1 July 2005 to 30 June 2006	54

Figure IV



46. The number of disciplinary cases completed during the 2009/10 reporting period (100) is significantly less than the 301 completed during the 2008/09 reporting period, but is close to the number of cases completed in the prior reporting cycles (see figure IV). The large number of cases completed during 2008/09 was the result of the closure of group cases related to alleged misuse of ICT resources and failure to meet financial disclosure obligations.

V. Criminal behaviour

47. In its resolution 59/287 the General Assembly requested the Secretary-General to take action expeditiously in cases of proven criminal behaviour and to inform Member States about the actions taken. Five cases involving United Nations officials were referred to Member States during the reporting period. As far as the Secretary-General is aware, action has been taken in relation to one of those cases, and a criminal investigation is ongoing in relation to a case that was referred prior to 1 July 2009.

VI. Conclusion

48. The Secretary-General submits the present report to the General Assembly for its consideration.

Annex

Summary of former and current disciplinary processes in the Secretariat[a]

(From reporting to conclusion of disciplinary proceedings)

Process	*Responsible office and actions*
Reporting of incident	
Former	Incidents of possible misconduct were reported to heads of department/office or the Office of Internal Oversight Services, who reviewed the report and determined whether there were sufficient grounds to conduct an investigation
New	Same
Conduct of investigation	
Former	Depending on subject matter and complexity, the investigation was conducted by the Office of Internal Oversight Services or another investigative entity (Department of Safety and Security; panel appointed by a head of department/office; or a panel appointed by the Office of Human Resources Management for complaints of harassment, including sexual harassment, discrimination and abuse of authority where the head of the department/office was the subject of the complaint)
New	Same
Recommendation for removal from duty pending completion of the investigation	
Former	The head of department/office recommended placement on special leave pending investigation, where appropriate. The decision was taken by the Assistant Secretary-General for Human Resources Management for special leave with pay and by the Under-Secretary-General for Management for special leave without pay
New	The head of department/office recommends placement on administrative leave pending investigation, where appropriate. The decision is taken by the Assistant Secretary-General for Human Resources Management for administrative leave with pay and by the Under-Secretary-General for Management for administrative leave without pay

[a] Under ST/AI/371 and ST/AI/371/Amend.1, respectively.

Process	*Responsible office and actions*
Investigation report	
Former	Depending on subject matter and/or complexity, the Office of Internal Oversight Services or another investigative entity conducted the investigation and prepared the investigation report, which was transmitted to the head of department/office
New	Same
Review of investigation report	
Former	Where the head of department/office believed there were grounds to indicate that misconduct had occurred for which disciplinary measures might be imposed, he or she transmitted the report to the Assistant Secretary-General for Human Resources Management for possible disciplinary action and recommended suspension from duty, where appropriate Where the head of department/office believed that no such grounds existed, he or she closed the case and could impose an appropriate administrative measure. If administrative measures were envisioned, the staff member's comments were requested
New	Same
Decision on charging staff member	
Former	The Office of Human Resources Management analysed the investigation report and, where supported by evidence, issued charges of misconduct to the staff member, informed him/her of his/her due process rights and requested his/her comments. Where the Assistant Secretary-General for Human Resources Management believed that no grounds for disciplinary action existed, he or she decided that the case should be closed, with or without administrative measures. If administrative measures were envisioned, the staff member's comments were requested
New	Same
Removal from duty with or without pay	
Former	On the recommendation of the head of department/office, and where appropriate, the Assistant Secretary-General for Human Resources Management placed a staff member on suspension with pay, normally for a period not to exceed three months or until completion of disciplinary proceedings. Where the nature and gravity of the allegations, if established, might have resulted in summary dismissal, the Assistant Secretary-General sought the approval of the Under-Secretary-General for Management to suspend the staff member without pay

Process	*Responsible office and actions*
New	On the recommendation of the head of department/office, and where appropriate, the Assistant Secretary-General for Human Resources Management places a staff member on administrative leave with pay, normally for a period not to exceed three months or until completion of the disciplinary process. Where the nature and gravity of the allegations, if established, would likely result in dismissal, the Assistant Secretary-General for Human Resources Management seeks the approval of the Under-Secretary-General for Management to place the staff member on administrative leave without pay
Review of the staff member's comments	
Former	The Office of Human Resources Management analysed the staff member's comments and obtained any additional information or evidence
New	Same
Decision on further action on the charges	
Former	The Assistant Secretary-General for Human Resources Management decided whether to: (i) Close the case if a satisfactory explanation was provided by the staff member; (ii) Make a decision on the imposition of administrative measures; (iii) Refer the case to a Joint Disciplinary Committee for advice on disciplinary measures; or (iv) Recommend summary dismissal through the Under-Secretary-General for Management
New	The Assistant Secretary-General for Human Resources Management decides whether to: (i) Close the case if a satisfactory explanation is provided by the staff member; (ii) Make a decision on the imposition of administrative measures; or (iii) Recommend to the Under-Secretary-General for Management the imposition of one or more disciplinary measures

Process	*Responsible office and actions*
Decision on disciplinary measures	
Former	The Deputy Secretary-General, on behalf of the Secretary-General, decided on the imposition of disciplinary measures. A decision to summarily dismiss required prior advice from the Office of Legal Affairs. A decision on all other disciplinary measures required prior advice from the Joint Disciplinary Committee, unless waived by the staff member
New	The Under-Secretary-General for Management, on behalf of the Secretary-General, decides on the imposition of disciplinary measures. A decision to dismiss requires prior advice from the Office of Legal Affairs. As the Joint Disciplinary Committees were abolished, effective 1 July 2009, the decision to impose a disciplinary measure is taken without the advice of a joint body
Recourse by staff member	
Former	A staff member had the right to appeal to the Joint Appeals Board (and, if dissatisfied with the outcome, to the United Nations Administrative Tribunal) in respect of administrative measures imposed, or to the United Nations Administrative Tribunal in respect of any decision by the Deputy Secretary-General, acting on behalf of the Secretary-General, to impose a measure after advice from a Joint Disciplinary Committee In cases where the Deputy Secretary-General imposed the disciplinary measure of summary dismissal without prior advice from a Joint Disciplinary Committee, a staff member first had his or her case reviewed by the Joint Disciplinary Committee at Headquarters. The Deputy Secretary-General either confirmed or modified the original decision to summarily dismiss in the light of the Joint Disciplinary Committee report. Thereafter, a staff member had the right to appeal the reviewed decision to the United Nations Administrative Tribunal
New	A staff member has the right to challenge the imposition of a disciplinary or administrative measure before the Dispute Tribunal and, thereafter, to the Appeals Tribunal. The Secretary-General may appeal decisions of the Dispute Tribunal to the Appeals Tribunal, on limited grounds